

**Conti, Kathleen**

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**From:** Morin, Matthew  
**Sent:** Monday, September 25, 2006 10:44 AM  
**To:** Deshaies, Jennifer; Jeffery, Sue  
**Cc:** Deane, David; Conti, Kathleen  
**Subject:** RE: Medical Benefits  
**Attachments:** OE Rates 7-06 Retirees.doc

Hi Kathie -

You are correct, once a BPW employee has retired from the city they are entitled to continue their health insurance benefits. The benefits are at 100% of the cost to the retiree. The benefits they are eligible for are the exact same benefits that were available when they were still actively employed.

Once a retiree is age 65 however, they become Medicare eligible. At that point in time Medicare is now their primary insurance. We do offer a supplemental plan to those who are eligible for Medicare. These plans do differ a bit from the Active/Under 65 plans, as these are now secondary plans to Medicare.

What I have done is attached a letter that is sent to our retirees on an annual basis, which outlines the different plans that are available. This outlines both under 65 and over 65 plans that we offer.

If you would like any more information please dont hesitate to ask.

Thanks !!

- Matt

Matthew Morin  
Risk Management  
City of Nashua NH

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**From:** Deshaies, Jennifer  
**Sent:** Monday, September 25, 2006 10:31 AM  
**To:** Jeffery, Sue; Morin, Matthew  
**Cc:** Deane, David; Conti, Kathleen  
**Subject:** RE: Medical Benefits

Sue, Matt --

Please see the following... Up your alley.

Jen

-----Original Message-----

**From:** Conti, Kathleen  
**Sent:** Sunday, September 24, 2006 09:51 PM  
**To:** Deshaies, Jennifer; Deshaies, Jennifer  
**Cc:** Deane, David

9/25/2006

**Subject:** Medical Benefits

Hi Jennifer,

The BPW Trustees are discussing the health care stipend that is currently offered to the BPW retirees. It is my understanding that at the time of retirement, BPW retirees are offered the option to continue with their health care benefit. If they choose to continue the benefit they would have to pay 100% of the cost. Is that correct?

I also recall that something happens once they turn 65, but I am not sure what.

Could you outline for the trustees what the health care options are at the time of retirement and what if any changes once they turn 65?

Give me a call if you have any questions.

Thanks,

Kathie Conti

May 9, 2006

To: Retirees/Cobra

From: Susan Jeffery, Risk Manager

Re: Health and Dental Insurance/Open Enrollment

The following are the health and dental rates effective for the time period of 7-1-06 to 6-30-07. You may make changes in the Human Resources Department or with Risk Management. All changes are effective 7-1-06.

**Retirees under age 65/Cobra**

	<u>BC/BS-JW</u>	<u>BC/BS-POS</u>	<u>BC/BS-HMO</u>	<u>Harvard-HMO</u>
Single	\$1,233.44	\$597.18	\$529.82	\$526.73
2 Person	\$2,466.49	\$1,194.18	\$1,059.47	\$1,053.46
Family	\$3,329.65	\$1,612.08	\$1,430.24	\$1,422.17

**Retirees over age 65**

BC/BS- Medicomp III	\$439.37
Harvard First Seniority	\$129.00

**Dental** (\*\*no change to dental rates for current year\*\*)

Single	\$42.67
2 Person	\$80.23
Family	\$134.65

**Conti, Kathleen**

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**From:** Lemieux, Maureen  
**Sent:** Tuesday, September 26, 2006 3:51 PM  
**To:** Deane, David  
**Cc:** Morin, Matthew; Conti, Kathleen; Jeffery, Sue  
**Subject:** FW: Insurance rates

Ald Deane,

Matt has forwarded these e-mails to me. I asked him to do a little research for us and the numbers on average are staggering, however, it appears that the specific individuals who are covered by COBRA from DPW have not incurred any claims during FY06.

FY06 total cost of COBRA based claims was approximately \$585,000. On average there were approximately 43 total COBRA members. Total contributions to the COBRA plans were approx \$185,000. Therefore, \$400,000 was not covered by the working rates, even though the COBRA subscribers thought they were paying 100% of the cost. We could assume that the city picked up approximately 95%, or \$380,000 of that through funding of the 508 acct/property taxes and the participants in the plans picked up 5% or \$20,000

On average the cost per member per year for COBRA participants is approx \$13,500, and \$20,800 per subscriber. However, in reality we have a very few people incurring the majority of the cost of claims.

As you are probably aware, federal law mandates that we offer COBRA insurance to any employee and their dependents who loses coverage for whatever reason, and offer the insurance at the established working rate for the plan to which they were a subscriber. We have put a copy of a one page synopsis of COBRA in your box.

If you have any further questions, please just let me know.

Maureen

-----Original Message-----

**From:** Morin, Matthew  
**Sent:** Tuesday, September 26, 2006 8:33 AM  
**To:** Lemieux, Maureen  
**Subject:** FW: Insurance rates

Good Morning Maureen -

I'll call you in just one minute to discuss...Thanks !!

- Matt

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City of Nashua NH

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**From:** DDEANE05@aol.com [mailto:DDEANE05@aol.com]  
**Sent:** Monday, September 25, 2006 9:11 PM  
**To:** Morin, Matthew

10/27/2006

**Cc:** Conti, Kathleen; Jeffery, Sue; Deshaies, Jennifer

**Subject:** Insurance rates

Matt

The rates as sent along to Ms. Conti "under age 65 cobra" are they figured using working rates of the pool of city employees who are still employed. If so what is the financial impact to the working rates to those employed to carry the cobra participants in the pool. Thank you.

David Deane

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10/27/2006